



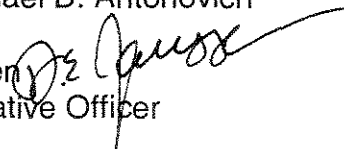
County of Los Angeles
CHIEF ADMINISTRATIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION • LOS ANGELES, CALIFORNIA 90012
(213) 974-1101
<http://cao.co.la.ca.us>

DAVID E. JANSSEN
Chief Administrative Officer

October 23, 2003

To: Supervisor Yvonne Brathwaite Burke, Chair
Supervisor Gloria Molina
Supervisor Zev Yaroslavsky
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: David E. Janssen 
Chief Administrative Officer

Board of Supervisors
GLORIA MOLINA
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YVONNE BRATHWAITE BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

REQUEST FOR AUTHORIZATION TO HIRE KEITH S. CAMPEAU, M.D. TO THE POSITION OF CHIEF PHYSICIAN I, M.D., IN PUBLIC HEALTH'S COMMUNITY HEALTH SERVICES' ANTELOPE VALLEY SERVICE PLANNING AREA (SPA 1)

Consistent with the Board of Supervisor's August 4, 1998 action governing management appointments, the Department of Health Services requests authority to hire Keith S. Campeau, M.D., to the position of Chief Physician I, M.D. in Public Health's Community Health Services' Antelope Valley Service Planning Area 1 (SPA 1) at an annual salary of \$131,245.56 (\$10,937.13 per month). The requested salary includes placement on M7, Step 7 (\$120,780 per year) of the Management Physician Pay Plan, in accordance with his experience, plus a 3 percent annual Physician Additional compensation bonus of \$3,623.40, and a 5.5 percent annual Board Certification bonus of \$6,842.16. Additional information, including the original request from Health Services and an organization chart are provided. The item is vacant and is fully funded in the Public Health 2003-04 Adopted Budget.

The Department indicates that Dr. Campeau's professional background, demonstrated leadership and special knowledge and skills highly qualifies him to serve as the Medical Director for the Antelope Valley Health District-SPA 1 with responsibility for carrying out the legal mandates of the local health office as expressed in the State Health and Safety Code; overseeing the planning, implementation and/or evaluation of public health clinical services, medical risk management, medical quality assurance and population-based communicable disease control in SPA 1.

Each Supervisor
October 23, 2003
Page 2

Dr. Campeau will assume responsibility for clinical services in the Public Health Centers for Tuberculosis (TB), Sexually Transmitted Disease (STD), Immunization, CD/Triage, under the clinical standards of Los Angeles County Public Health. He will also assess and make recommendations for clinical service utilization and productivity; supervise all clinicians and provide back-up coverage as needed; function as the clinic "team leader", collaborate with the Communicable Disease Control Programs (TB, STD, Acute Communicable Disease and Immunization) in developing standards, policies and procedures for SPA 1 clinical operations. He will be responsible for assuring the compliance to standards for State licensing and CAL/OSHA, quality assurance process for multi-disciplinary staff; and function as the SPA 1 Risk Manager.

Based on the information provided by the Department, we concur with their request to appoint Dr. Campeau to the position of Chief Physician I, M.D. at an annual salary of \$131,245.56.

In accordance with the policy on managerial appointments, unless otherwise instructed by your offices, we will notify the Department that they are authorized to proceed with the appointment effective November 3, 2003.

If you have any questions or concerns regarding this appointment, please call me or your staff may contact Sheila Shima of this office at (213) 974-1160.

DEJ:DL
SS:JJ:bjs

Attachments

c: Executive Officer, Board of Supervisors
Director, Department of Health Services
Director of Personnel



THOMAS L. GARTHWAITE, M.D.
Director and Chief Medical Officer

FRED LEAF
Chief Operating Officer

COUNTY OF LOS ANGELES
DEPARTMENT OF HEALTH SERVICES
313 N. Figueroa Street, Los Angeles, CA 90012
(213) 240-8107

OCT 21 2003

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BOARD OF SUPERVISORS

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Fifth District

October 15, 2003

TO: Sheila Shima, Acting Assistant Division Chief
Health Team
Chief Administrative Office

FROM: Sachi Hamai, Director
Administrative Services

SUBJECT: **REQUEST FOR AUTHORIZATION TO HIRE KEITH S. CAMPEAU, M.D. TO THE
POSITION OF CHIEF PHYSICIAN I, M.D., IN PUBLIC HEALTH'S COMMUNITY
HEALTH SERVICES' ANTELOPE VALLEY SERVICE PLANNING AREA (SPA 1)**

On October 1, 2002 the Board of Supervisors instructed that all appointed Department Heads obtain the approval of the Board prior to filling any administrative or management position with an annual salary in excess of \$107,000.00. As directed in this Board policy, CAO approval is required to fill any management vacancy.

Consistent with this policy, this is to request approval to hire Keith S. Campeau, M.D., to the position of Chief Physician I, MD, Item Number 5479A, annual salary \$131,245.56 (\$10,937.13 monthly), M7, Step 7 in Public Health's Community Health Services' Antelope Valley Service Planning Area 1 (SPA 1). This requested salary represents a 3 percent annual Physician Additional Compensation bonus of \$3,623.40 (\$301.95 monthly), and a 5.5 percent annual Board Certification bonus of \$6,842.16 (\$570.18 monthly). This position is fully offset in the Fiscal Year 2003-2004 budget. The Department would like to make this appointment effective as soon as possible.

The Chief Physician I, MD, will serve as the Medical Director for the Antelope Valley Health District - SPA 1. This position is responsible for carrying out the legally mandated functions of the local health office as expressed in the State Health and Safety Code; oversees the planning, implementation and/or evaluation of public health medical services; and assumes direct responsibility for management of all public health clinical services, medical risk management, medical quality assurance and population-based communicable disease control in SPA 1.

The Chief Physician I assumes responsibility for clinical services in the Public Health Centers for Tuberculosis, Sexually Transmitted Disease, Immunization, CD/Triage, under the clinical standards of Los Angeles County Public Health; assesses and makes recommendations for clinical service utilization and productivity; supervises all clinicians and provides back-up coverage as needed;

Sheila Shima
October 15, 2003
Page 2

functions as the clinic "team leader"; collaborates with Communicable Disease Control Programs (TB, STD, ACD and Immunization) in developing standards, policies and procedures for SPA 1 clinical operations. The Chief Physician I assures compliance to standards for State licensing and CAL/OSHA, establishes and maintains a quality assurance process for multi-disciplinary staff; and functions as the SPA 1 Risk Manager.

Keith Campeau, M.D. graduated from UCLA School of Medicine in 1988 and received his MPH in Epidemiology at UCLA School of Public Health in 1999. He is Board certified in Family Practice and Preventive Medicine. In July 2001 Dr. Campeau was hired as a Physician Specialist in SPA 1 and assumed the duties of the Medical Director. He terminated county service in August 2002 to pursue private practice in Ventura County.

The salary requested for Keith Campeau, M.D. is commensurate with the scope and responsibilities of the Chief Physician I, M.D. position and with his professional background and demonstrated leadership experience. Dr. Campeau is highly qualified for the position and possesses the special knowledge, skills and experience required to successfully perform in this critical position.

If you have any questions or require additional information, please let me know or you may contact Susan Montenegro at (323) 890-7903.

SH:pos

Attachments

PERTINENT INFORMATION FOR KEITH CAMPEAU, M.D., CHIEF PHYSICIAN I, M.D.

PUBLIC HEALTH - COMMUNITY HEALTH SERVICES

SERVICE PLANNING AREA 1 - ANTELOPE VALLEY

■ **Certify that the position is vacant and budgeted.**

The Chief Physician I, M.D. position is fully funded in Public Health's Community Health Services' Fiscal Year 2003-2004 budget and is vacant.

Attachment I - Item Control

■ **Attach an organization chart and highlight the position. Describe where the position fits into the management organization structure.**

The Chief Physician I, M.D. will serve as the Medical Director of SPA1 with responsibility for carrying out the legally mandated functions of the local health office as expressed in the State Health and Safety Code, overseeing the planning, implementation, and evaluation of public health medical services, assuming direct responsibility for management of all public health clinical services, medical risk management, medical quality assurance and population based communicable disease control.

Attachment II - SPA 1 Organization Chart

Attachment III - Public Health Organization Chart

■ **Indicate current salary of the individual for whom the request is being submitted. Indicate proposed salary, percentage increase over current salary.**

Keith S. Campeau, Employee No. _____, is not currently employed with Los Angeles County. He is Deputy Health Officer for Ventura County Public Health. Appointment to Chief Physician I, M.D. will place Dr. Campeau on the Management Physician Pay Plan (M7, Step 7) at an annual salary of \$131,245.56 (\$10,937.13 monthly) which includes a 3 percent annual Physician Additional Compensation bonus of \$3,623.40 (\$301.95 monthly) and a 5.5 percent annual Board Certification bonus of \$6,842.16 (\$570.18 monthly). The salary requested will compensate Dr. Campeau commensurate with his professional background, experience, and the scope and complexity of his duties and responsibilities.

Dr. Campeau terminated previous county service on August 3, 2002. If approved, the appointment to Chief Physician I, M.D. would be a new hire transaction.

Attachment IV - Professional Resume

Attachment V - Previous CWTAPPS screens

■ **Provide a listing of all equivalent internal positions within organization.**

Attachment VI - Listing of equivalent internal positions

■ **Identify highest paid subordinate reporting to this position.**

Shirley Ramirez, Employee No. _____ Public Health Nurse Supervisor, MD, Item No. 5236A, annual salary

■ **Identify management position above the position being requested.**

Deborah Davenport, Employee No. _____ Area Health Officer, Public Health, Item No. 4601A, annual salary

■ **Certification List**

ATTACHMENT I

Date: 9/17/03

Budget Monitor
Department: 295

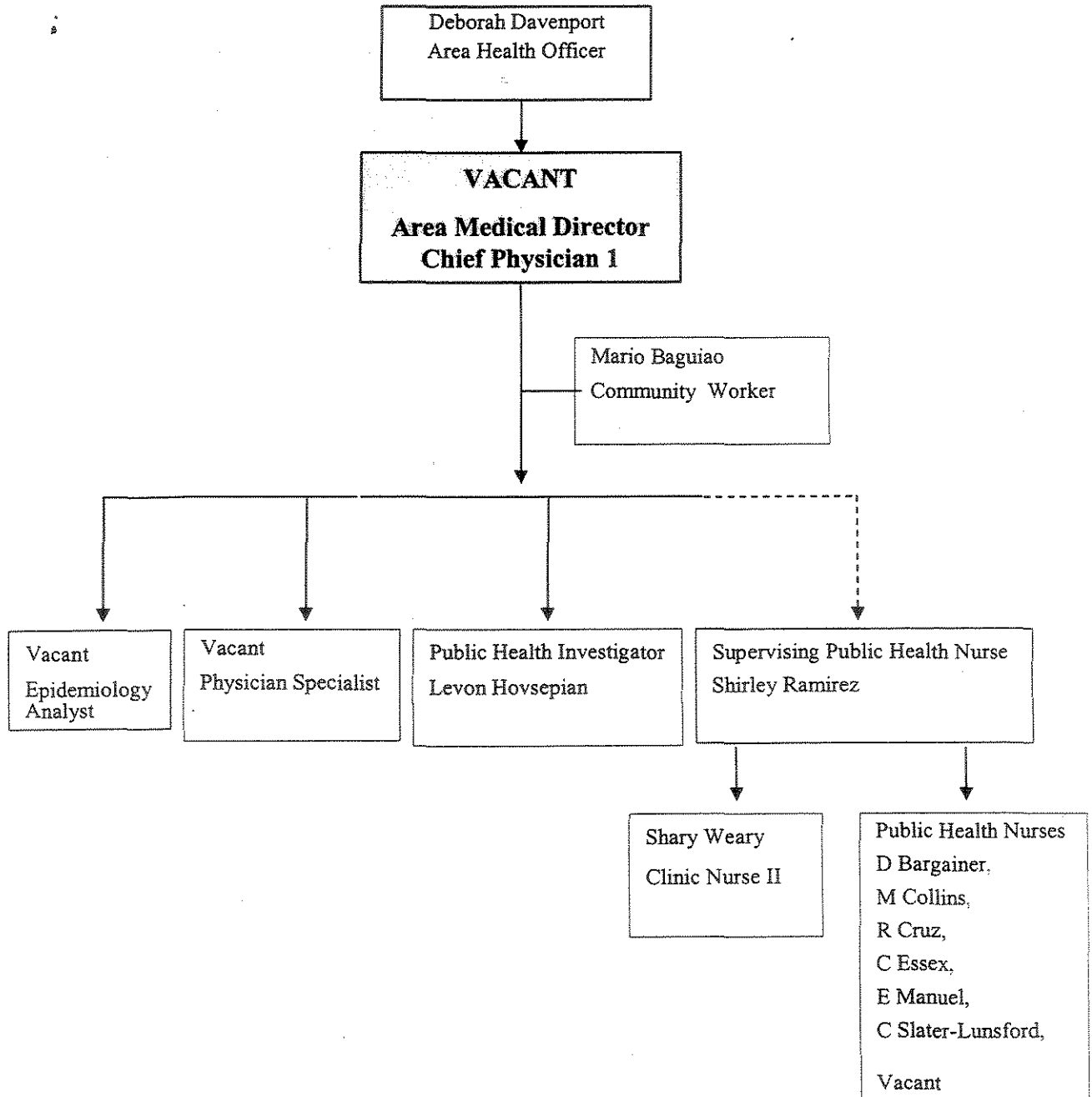
Budget Code: 91-20- - -
Location :

COST CENTER: CWPAY:

BUDG ITEM	ITEM DESCRIPTION	ORD POS	BUD POS	ADJ	FILLED	OPEN	LAST NAME	FIRST NAME	EMP#	ASSIG ITEM	ASSIGNED CODE	ASSIGNED ITEM DESCRIPTION	FTE	ACT	NOTES	SEX	ETHNIC/ COMMENTS
2096A	SECRETARY III	1.00	1.00	0.00	1.00	0.00	MARTINDALE	TERRY		2216A	91-20- - -	SR.TYPIST-CLERK	1.00			WH/F	
2214A	INT TYPIST CLK	1.00	1.00	0.00	1.00	0.00	AREBALO	MARTHA		2214A	91-20- - -	INT TYPIST CLK	1.00			HI/F	
2216A	SR.TYPIST-CLERK	1.00	1.00	0.00	1.00	0.00	BAGUIAO	MARIO		8103A	91-20- - -	COMMUNITY WKR	1.00			FI/M	
5230A	P.H.N.	1.00	1.00	0.00	1.00	0.00	WEARY	SHARI		5328A	91-20- - -	CLINIC NURSE II	1.00			WH/F	
5328A	CLINIC NURSE II	1.00	.67	(.50)	0.00	.17	[Vacant]						0.00			/	
5477A	PHYS. SPEC. MD	1.00	.92	0.00	0.00	.92	[Vacant]						0.00			/	
5479A	CHF PHYS I/M.D.	1.00	1.00	0.00	0.00	1.00	[Vacant]						0.00			/	
8103A	COMMUNITY WKR	1.00	1.00	0.00	1.00	0.00	SANDOVAL	HELEN		8103A	91-20- - -	COMMUNITY WKR	1.00			HI/F	

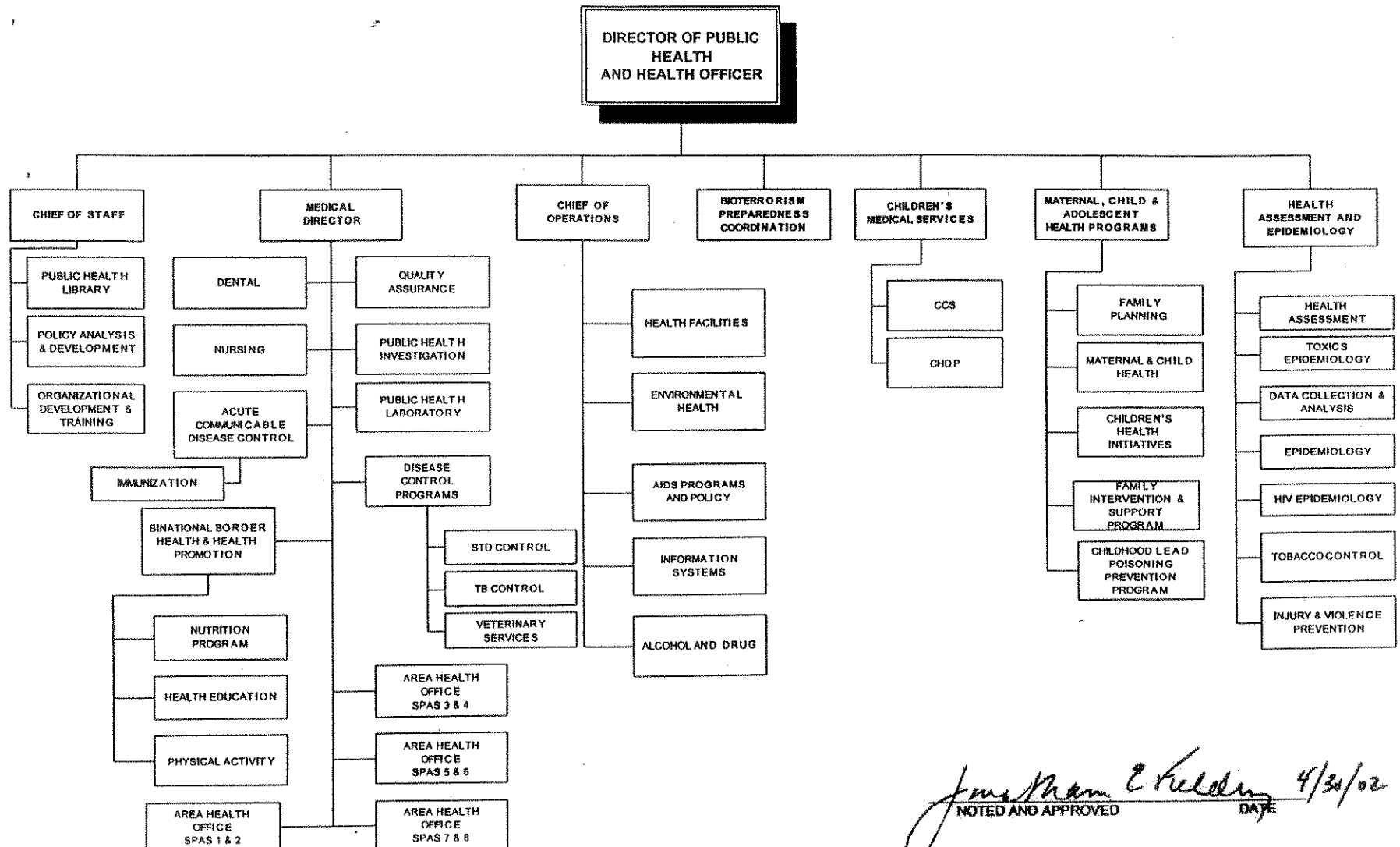
ATTACHMENT II

Organization Chart
Area Medical Director / Chief Physician I



ATTACHMENT III

Department of Health Services Public Health



James M. C. Kelding 4/30/02
NOTED AND APPROVED DATE

ATTACHMENT IV

CURRICULUM VITAE

Keith Stewart Campeau, M.D., M.P.H.

Education

UCLA, B.S., Chemistry, 1977

USC School of Medicine, M.D., 1988

UCLA School of Public Health, M.P.H., Epidemiology, 1999

Internship

Glendale Adventist Medical Center, 1988-1989

Family Practice Rotating

Residencies

Kaiser Foundation Hospital, Fontana, 1989-1991

Family Practice

UCLA Preventive Medicine Residency, 1998-2000

General Preventive Medicine and Public Health

Employment

July 2002- present

Deputy Health Officer, Ventura County Public Health

50 hrs. per week; report writing, presentations; half-time direct patient care in tuberculosis

July 2001- July 2002

Area Medical Director, Service Planning Area 1, Antelope Valley CA

Los Angeles County Department of Health Services, Public Health

July 2000- June 2001

Private Practice, Ventura County CA; 50 hours per week, direct patient care

Sept. 1998- June 2000

Preventive Medicine Residency Program UCLA; full-time

November 1992- August 1998

Private Practice, Ventura County CA; 50 hours per week, direct patient care

July 1991- October 1992

Kaiser Medical Offices, Simi Valley CA; 50 hours per week, direct patient care

Board Certifications

American Board of Family Practice, 1991-1998, recertified 1998-2005

American Board of Preventive Medicine, General Preventive Medicine and Public Health, 2001-2011

Preventive Medicine Residency Projects

"PPD Watch": A computer program to track PPD-positive prenatal patients in the L.A. County DHS clinic system for post-natal INH treatment of latent tuberculosis infection, mirroring the currently-used hardcopy form H-304; as part of study, visited many Personal Health Clinics in the County system and interviewed key personnel

"IRB": A computer program to track activity of a major metropolitan clinic system's Institutional Review Board; as part of study, sat in on IRB meetings

Depression and Chronic Disease Co-Morbidities in Seniors: A study of associations between depression and various chronic disease comorbidities in seniors enrolled in MaxiCare's Max65 Medicare HMO. Initially did study and presented data to MaxiCare's Medical Advisory Committee in 12/99; asked to repeat and expand study, and to present results at 12/2000 Medical Advisory Meeting using subsequently-collected data; credited by management with helping MaxiCare get their first NCQA accreditation.

Medical pediatric asthma quality improvement project, designed to improve compliance with the proper use of peak flow meters through a program of literature and peak flow meters sent to households with pediatric asthmatics.

Medicare Senior Survey which evaluated health care status of newly enrolled members in Medicare HMO by a self-administered questionnaire, the results of which were converted into a document sent to their listed providers in a convenient format as a "heads up" to the providers on their new patient; performed statistical analyses of the data over two years and gave yearly presentations to Maxicare's Medical Executive Committee on the project in 1999 and 2000.

Other Professional Experience

1999-2000

Paid consultant, Maxicare Health Systems, after finishing residency.

1992-1998

Served on weekly Utilization Review Committees for various medical groups in Ventura County

Professional Interests

Evidence-based medicine; use of computer automation to promote outcomes improvement; electronic medical record; continuous quality improvement systems in practice; antibiotic overuse and misuse in clinical practice.

Proficiencies

Biostatistics, Epidemiology, SAS, Visual Basic, Microsoft Access

Teaching Experience

UCLA School of Medicine, 1997-98, 2000-2001, office preceptor for first-year medical students.

Resident teaching, Glendale Adventist Medical Center Family Practice Residency, 1998-present.

ATTACHMENT V

COUNTY OF LOS ANGELES - DEPARTMENT OF HEALTH SERVICES
CERTIFICATION LIST

Y5479W - CHIEF PHYSICIAN I, M.D./SPECIALTIES

Promulgation Date: Various

Job Type: P Type: OC

Life of List 6 months

Expiration Date: Various

Name	Address	Work/Home Phone	Certified / Withhold Dt	Dept	Group	Vet	Area / Language
Kesh Campeau			4/29/03	295	1	0	ABGJ

Rosana M. Lim-Javate			5/6/03		5	0	GJ
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Total count of Examno 2

Authorized Signature/Representative

Date